



## COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES


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**MICHAEL J. HENRY**  
DIRECTOR OF PERSONNEL

May 12, 2006

To: Each Supervisor

From: Michael J. Henry   
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of May 11, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

### **DISCIPLINE**

Overall, since January 2004, we have taken disciplinary actions against 448 employees at KDMC. Of this number, 230 actions have resulted in discharges or resignations. A total of 55 disciplinary actions have been taken against physicians and 39 physicians have been discharged or resigned.

Since our last report, we have closed four cases and have opened four additional cases. As a result, our open caseload is currently 53 (detailed summary information is contained in Attachments I and II).

None of the new cases involve physicians. One of the new cases involves a nurse with substandard attendance.

### **RECRUITMENTS**

Three new hires are scheduled to start on Monday, May 15, 2006 (one Assistant Nursing Director, Administration will start in Quality Management, one Staff Nurse in the Emergency Room and one Relief Nurse in Psychiatric Emergency Services).

Each Supervisor  
May 12, 2006  
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If you have any questions, please call me.

MJH:STS  
SBH:amb

Attachments

c: David E. Janssen  
Bruce Chernof, M.D.  
Ray Fortner  
Sachi Hamai  
John R. Cochran III  
Antionette Smith Epps

H:KDMCSTATUSMEMO FINAL 051206

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 05/11/06

Dated: 5/11/2006

Closed Cases -	840
Open Cases -	53
Referred Cases -	11
Grand Total =	904

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b><u>Formal discipline:</u></b>						
Discharges	10	4	30	0	29	73
Discharges of Probationers	0	6	7	1	9	23
Suspensions (6 - 30 Days)	4	11	48	4	36	103
Suspensions (1 - 5 Days)	10	7	22	1	16	56
Reprimands	7	2	23	2	14	48
Warnings	1	1	1	3	5	11
<b>Resignations in Lieu of Administrative Action</b>	19	9	31	6	11	76
<b>Release of Temporary Employee</b>	14	1	34	0	8	57
<b>Medical Release</b>	0	0	0	0	1	1
<b>Subtotal</b>	<b>65</b>	<b>41</b>	<b>196</b>	<b>17</b>	<b>129</b>	<b>448</b>

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b>Non-Disciplinary<sup>4</sup> Corrective Actions</b>	23	9	39	43	30	144
<b>Total Actions Taken</b>	<b>88</b>	<b>50</b>	<b>235</b>	<b>60</b>	<b>159</b>	<b>592</b>

<sup>1</sup> Includes: Physician series; Physician's Assistant; and Nurse Practitioners

<sup>2</sup> Includes: Surgical Technicians; Medical Technologists; etc.

<sup>3</sup> Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

<sup>4</sup> Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 05/11/06

Dated: 5/11/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b><u>Formal discipline:</u></b>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	7	3	0	10
Reprimands	5	2	0	7
Warnings	1	0	0	1
<b>Resignations in Lieu of Administrative Action</b>	17	1	1	19
<b>Release of Temporary Employee</b>	14	0	0	14
<b>Medical Release</b>	0	0	0	0
<b>Subtotal</b>	<b>55</b>	<b>9</b>	<b>1</b>	<b>65</b>

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b>Non-Disciplinary Corrective Actions</b>	21	1	1	23
<b>Total Actions Taken</b>	<b>76</b>	<b>10</b>	<b>2</b>	<b>88</b>